

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL MEMORANDUM

SB 114 – HB 1198

March 18, 2013

SUMMARY OF ORIGINAL BILL: Prohibits granting a preference based on race, gender, or ethnicity when hiring to fill a position in state government.

FISCAL IMPACT OF ORIGINAL BILL:

NOT SIGNIFICANT

SUMMARY OF AMENDMENT (004894): Deletes the word “candidate” in subsection (e) of the amendatory language of the original bill and substitutes the word “applicant”.

FISCAL IMPACT OF BILL WITH PROPOSED AMENDMENT:

Unchanged from the original fiscal note.

Assumptions for the bill as amended:

- According to the Tennessee Human Rights Commission, the Commission currently investigates complaints regarding race and gender
- Adding ethnicity to the list of protected classes will increase the number of investigations by the Commission.
- In 2011-2012, the Commission averaged 891 employment inquiries and accepted 62 percent of those (552) cases.
- Assuming a five percent increase in complaints, there will be an additional 45 cases involving ethnicity. Estimate assumes the increase in the number of complaints can be accommodated within existing resources without any increased appropriation or reduced reversion.
- Any increased cost in agency training can be accomplished during regular training sessions for the agency.
- Any additional resources needed by the Department of Human Resources to investigate an increase in claims can be accommodated within existing resources without any increased appropriation or reduced reversion.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, appearing to read "Lucian D. Geise". The signature is fluid and cursive, with the first name "Lucian" written in a larger, more prominent script than the last name "Geise".

Lucian D. Geise, Executive Director

/lsc